

# Making a Difference...

## MISSION

*Working in partnership with our community  
to enhance quality of life  
and reduce crime.*

## VISION

*Recognized as a leader in law enforcement  
Respected by the community  
Tough on crime*

## WHY EVERETT?

Everett is the county seat and largest city which makes it the economic, financial, governmental, medical and cultural center for Snohomish County. With over 104,000 residents, Everett is located 26 miles north of Seattle in one of the most desirable regions of the United States.

Everett is home to Boeing's largest manufacturing facility and the Port Gardner waterfront hosts the U.S. Naval Station Everett and the homeport for the aircraft carrier, USS Nimitz.

Our extensive shoreline contains the West Coast's largest public marina while Possession Sound boasts its excellent fishing, crabbing, boating and kitesurfing. Additionally, family activities include summer and winter sports in the nearby Cascade Mountains or a short ferry ride to the scenic Olympic Peninsula.

Everett's engaging city, coupled with abundant recreational opportunities, make it a great place to live, work, play and raise a family.



## Salary (Current contract)

Years of Service	Base Pay	Deferred Compensation	Annual Pay
First Year	\$64,152.00	\$1,800.00	\$65,952.00
Second Year	\$70,248.00	\$1,800.00	\$72,048.00
Third Year / Lateral	\$84,072.00	\$1,800.00	\$85,872.00

## Longevity Pay -or- College Incentive

4 years	45 credits	2%
8 years	90 credits	3.5%
12 years	135 credits	5.5%
16 years	BA-BS	7%
20 years	MA	9%
24 years	PhD	11%
28 years		13%

Specialty Pay Positions Receive - 4%

Master Police Officers Receive - 10%



Chief Dan Templeman

## IMPRESSIVE BENEFITS

- ♦ 120 vacation hours during the first year
- ♦ Laterals accrue vacation based on total years of service
- ♦ College tuition reimbursement program
- ♦ Employer contributed Deferred Compensation of up to \$1,800/year
- ♦ Full medical, dental and vision plan for officers and their dependents
- ♦ LEOFF II Pension Plan
- ♦ Longevity Pay & College Incentive Pay
- ♦ Sick leave and Holiday pay

## CAREER ENHANCING SPECIALTY ASSIGNMENTS

- ♦ Downtown Bike Patrol
- ♦ Harbor patrol - Dive Team
- ♦ Investigations/Detectives
- ♦ K-9 Unit
- ♦ Master Police Officer
- ♦ Motorcycle Unit
- ♦ Proactive Anti-Crime Team
- ♦ School Resource Officers
- ♦ Tactical Team
  - SWAT Operators
  - Hostage Negotiators
- ♦ Traffic Safety Unit

See why the Everett Police Department is the finest!

# Your Next Step...

# Join the Finest!

# Everett Police Department



## MINIMUM QUALIFICATIONS

- ♦ Excellent physical condition
- ♦ U.S. Citizenship
- ♦ Twenty-one (21) years-old on or before the closing date
- ♦ Possession of, or ability to obtain, a valid Washington State driver's license within 30 days of hire and the ability to maintain it during employment
- ♦ Possession of a high school diploma or G.E.D.

Our commitment: Provide the tools and training you need to be successful in law enforcement.

For more information, or to speak with an officer, call the Training Unit

**(425) 257-8506**

[www.everettpolice.org](http://www.everettpolice.org)



City of Everett, Washington

## Application Process

Complete a City of Everett employment application:

[www.everettwa.org/careers](http://www.everettwa.org/careers)

-or-

City of Everett - Human Resources Department

2930 Wetmore Ave., Suite 5A

Everett, WA 98201

(425) 257-8768

(800) 458-7630



**\*\*All requirements must be met by the application closing date.\*\***

## Selection Process

Written exam  
Physical agility test  
Oral Board  
Polygraph  
Background investigation  
Chief's interview  
Medical screening  
Psychological evaluation

For more information about the Everett Police Department and the application process, go to:  
[www.everettpolice.org](http://www.everettpolice.org)

Testing is conducted every 6 months - or as needed.

**There are NO application fees**

*The City of Everett is an equal opportunity employer.*



Now Hiring



# Honor



# Integrity



# Professionalism

## Now Hiring